

ABSTRACT

The objective of this study was to study the relationship of Big Five personality traits and Locus of Control with the attitude of organizational commitment among university teachers. Data comprised of 261 men and women teachers from public and private university teachers. It was hypothesized that organizational commitment would be positively and significantly related to the extraversion, conscientiousness, agreeableness, and openness to experience, and negatively and significantly related to neuroticism among big five personality traits. In addition, Public sector teachers would be significantly different on personality traits and organizational commitment than the private sector teachers. This was cross sectional correlation study, which was carried out by using purposive sampling technique. A 24 items organizational commitment questionnaire (OCQ) by Allen and Meyer (1990), 60 items NEO-FFI (Costa and McCare, 1992), and Work Locus of Control was assessed by Spector's 16- item scale (Spector, 1988) were applied. Finally data was used for subsequent analysis by using SPSS windows 10. Enter method regression analysis and Least Significant difference (LSD) comparisons were made to analyze psychological data. It is concluded that organizational commitment was positively correlated with conscientiousness (.22) and Extraversion (.13) only. it was not found to be correlated with agreeableness, openness and neuroticism among big five traits. The public private sector did not differ significantly in organizational commitment. And among personality traits, public sector teachers were more agreeable and private sector teachers were more conscientious. The difference between the internals and externals were found to be strongly significant on normative commitment only. Organizational commitment was not related with demographics variables (gender, experience, designation, and education). But the components of organizational commitment were related, like continuance commitment is significantly different in men and women teachers. Normative commitment found to be related to the work experience as expected.